

Council adjourned at 8:25 P.M.

Lansing, Michigan

THEO FULTON,
City Clerk.

March 20, 1972

F/B

OFFICIAL PROCEEDINGS OF THE HUMAN RELATIONS BOARD OF THE CITY OF LANSING

Proceedings, February 10, 1972

The meeting was called to order by the Chairman, Patrick Kelley, at 4:00 p.m., in Lansing City Hall.

The prayer was offered by John McManus.

ROLL CALL

Present: Cutler, Dramis, Dunnings, Eustace, Gladstone, Kelley, McManus, Martinez, Simpson.

Absent: Bucher, Earl, Eliasohn.

Visitors: Hal Grossfield, W.J.I.M., Norman Sinclair, State Journal.

Ed Eustace made the motion that the minutes of the January 13, 1972 meeting be approved as printed. Seconded Motion Passed.

PETITIONS

There are 3 Formal and 3 Informal petitions for the period of January and February 1972.

87 service complaints recorded for this period.

FORMAL

1—A complaint received from a man alleging police brutality. Investigation was compiled by the Lansing Police Department and the Human Relations Department. A hearing date was arranged to resolve the differences in reports. Complainant was notified of hearing date and agreed to appear, but did not. Hearing was held with LPD evidence offered to substantiate their reports. A letter was sent to the complainant notifying him that the hearing had been held and he should contact the office. The complainant has not responded.

1—A complaint received against a Lansing Dry Cleaning Company alleging the denial of a verbal agreement, honoring a doctor's slip and discriminatory attitude when complainant spoke in native language.

This complaint is now under investigation.

1—A complaint received from a woman alleging sex discrimination in her attempt to receive employment at a local agency.

This complaint is now under investigation.

INFORMAL

1—A complaint received from a woman requesting assistance in a complaint of assault and battery she had taken to the prosecuting attorney. She felt the assistant attorney handling the case was treating it too lightly. The prosecuting attorney was contacted and the matter was dealt with properly to the satisfaction of the complainant. Restraining letter was sent to the defendant.

1—A complaint received from a man who was given three tickets, after he had left his car, after being stopped by LPD for "faulty equipment". Also, no certificate of insurance and no registration. These two tickets were later dismissed, as the complainant provided proof of registration and insurance.

1—A complaint received from a man alleging discrimination when a personnel office refused to hire him because of a past police record.

This complaint is under investigation.

COMMUNICATIONS

1. Minority report from Claud R. Erickson of the Board of Water and Light.

2. Letter from City of Phoenix, Arizona in regards to work programs in city.
3. Letter from American Jewish Committee regarding ten point guide for scatter-site public housing.
4. Letter from David L. Cood, Director of Michigan Farm Bureau, Young Farmer Programs, in appreciation of the director's participation in conference.
5. Letter from Paul Elliott "Miami Rising" coalition newspaper, requesting copies of "Your Rights When You Are Arrested", booklet.

REPORTS

Director's Report

Talks to schools, civic and church groups, Young Farmers Group in Traverse City; Management Classes at L.C.C.; met with Lansing Police Community Relations Team; W.J.I.M. Advisory Committee; Lansing Organization United for Schools; appeared on W.M.S.B., Perspective in Black, for Black History Week; attended the United Council of Women held at the YWCA with staff representative.

With the Assistant Director—Talked in Grand Ledge High School Government Classes; conducted regular Monday night Field Representative meeting; supervised Field Rep's at seven high school basketball programs; attended MMIRO meeting.

With Staff—attended Black/White Encounter Group in Ypsilanti; Open House at American Bank and Trust.

Assistant Director—Spoke at Government classes at Sexton High; attended Board of Education Human Relations Task Force meetings; Board of Education Citizen's advisory Committee.

Assistant Director and Contract Compliance Officer—attended LEAP Task Force meeting and the Job Fair.

Staff Representative—Youth Development Corporation Board of Directors and several sub-committee's; Parents of Pre-school Blind; Model Cities Federal Credit Union Board of Directors.

Contract Compliance Officer—Met with staff members from LEAP, NAB YDC and OJT; with Field Assistant met with East Lansing Human Relations Director.

Contract Compliance Field Assistants—Reviewed three contractors; surveyed 97 minority business (21 have ceased operation since initial survey); also researched, Revised Order 4, an amendment to Executive Order 11246.

Job Referrals 51; Hired 6.

Employment Sub-Committee

The Director, Mr. Letts, submitted a letter to the Human Relations Committee in response to a letter sent to the Mayor and City Council by the Personnel Director regarding the City Hall Minority Employment Survey, conducted by the Human Relations Committee. Report submitted as follows:

TO: Lansing Human Relations Committee

FROM: Richard D. Letts, Director-Lansing Human Relations Committee

SUBJECT: Reply to Mr. Bodwin's report to the Mayor and City Council of February 1, 1972.

In the first paragraph, Mr. Bodwin points out there is an inconsistency in reporting the with-holding of the survey because of the discrepancies or errors.

You will find that the information relating to the discrepancies can be found in the personal copies sent to each council member second paragraph dated, January 13, 1972.

You can find a similar explanation in the second paragraph sent to all Department Directors dated, January 26, 1972. The reason for the delay in sending the results to the Department Directors was due to the pending decision requested of the City Council. This request was submitted to City Council of the Whole, January 17, 1972, for the Human Relations Director to examine the results of the employment survey with each Department in City Hall. The Council did not vote to honor this request until, January 24, 1972, at which time they recommended that the Director also sit down with Mr. Bodwin and review the survey.

On January 25, 1972, the Human Relations Director received a letter from Mr. Bodwin requesting a copy of "Employment Survey for 1970 and 1971", which was immediately responded to.

On January 26, 1972, another letter from Mr. Bodwin acknowledging receipt of survey information, but requesting the "original survey material itself, rather than the statistical compilation of same". This was immediately xerox and sent to Mr. Bodwin. At this time, copies of the survey were sent out to all the department directors.

A personal investigation was made by Mr. Patrick Cosgrove, contract compliance officer and the following information was released:

The salaried personnel for the survey periods ending approximately August 31, 1970 and October 31, 1971, numbered 65 and 66 respectively. This information was substantiated by Mr. Charles Hayden, Director of Parks and Recreation and Mr. Jack Maynard, his Field Representative.

The hourly personnel numbered 305 paid and 139 unpaid, but were carried on the payroll register for the pay period ending, August 30, 1970. There was no figure presented by the department for approximately the same time period. The pay period ending October 24, 1971, showed the number of hourly personnel to be 132 paid and 1 unpaid, but carried. The pay period ending October 31, 1971, showed the number to be 133 paid and 1 unpaid, but carried. The figure presented by the department was 130 for approximately the same period of time. It should be noted that in some circumstances an individual is classified both as salaried and hourly. The contract personnel numbered 210 on the 1970 survey as listed by the department. Upon consulting the City of Lansing payroll register, for the period ending August 31, 1970, two figures were present, one hundred twenty-nine, which represented the number of contract workers receiving pay checks for that period and 435, which represents those individuals who received no checks for that period, but were still carried on the register as being employed. The 1971 survey shows the number of contract employees, as listed by the department, as being 222. The payroll register for the period ending, October 31, 1971, shows the number of contract employees receiving checks as 132. The number of contract workers receiving no checks, but still being carried numbered 431.

In response to Mr. Bodwin's comments on, "no correction or adjustment". We might inform him that this is how the Parks and Recreation Director specified it should be recorded.

In response to Mr. Bodwin's comments: Re-examining the 1970 September survey and individual questionnaire sheets, we find that $(9+10+1+24+6+6+210+6+40+5+2+30=349)$ not 509. We would appreciate sharing with Mr. Bodwin where he received his figures from.

In response to Mr. Bodwin's comments: The reported 1970 total employees count should read 1,372 not 1,532. It we are to depend on the responsibilities of the department directors.

In response to Mr. Bodwin's comments: The percentage is and should be 13.99%.

In response to Mr. Bodwin's comments: The 1971, total salaried minorities should read 89, as stated on survey. Double check from survey, as well as from individual questionnaires, indicates no increase since survey was compiled.

In response to Mr. Bodwin's comments: According to the statistics received it shows an increase of 12 not 14 minorities hired, however, there is a total increase of 320 employees. The committee did not feel that this small percentage of minority increase was enough to boast about.

It must be noted that this form of survey is not being initiated to "Witch-hunt". The survey is that vehicle which helps to

assess the minority employment programing in the city hall.

The mandate which referred to "grant preferential treatment" and the imbalance which exist with respect to the total number of percentages is erroneous and slanderous.

We are striving to assist all departments in maintaining an affirmative action proposals and developing an equal employment opportunity program.

RICHARD D. LETTS,
Director
Lansing Human Relation
Committee.

The Committee directed Mr. Letts to return to City Council and explain how the figures on the survey were obtained.

Mr. Dramis made the motion that the human Relations Committee send a resolution to the Mayor and City Council in response to Mr. Bodwin's letter.

RESOLUTION

Mr. Bodwin's motives, in attacking the Human Relation Committee Employment Survey are obvious. He seeks to discredit the survey because the threat of the survey is to point up that the City of Lansing is discriminating against minorities in its hiring and the blame for this lies largely in the Personnel Departments hiring practices and procedures. These are what Mr. Bodwin seeks to defend in his attacks.

Motion seconded and passed.

Police/Community Relations Sub-committee

Mr. Dunning reported on a case of an officer, who had been referred to in a previous complaint. This matter has been taken care of through the LPD liaison officer.

Research and Public Relations Sub-committee

On January 28, 1973, the Committee met and discussed the necessity of using the news media in documenting activities of the Human Relations Committee. This sub-committee recommends that the Committee become more actively involved in the Birch Stree-Logan 496 Interchange.

Mr. Eustace made the motion that the committee concur with these recommendations and that the Director try and secure copies of the Damon Keith decision from Hamtramick, Michigan, which involves citizens being relocated because of highway construction. Motion seconded. Motion Passed.

Housing Sub-Committee

No Report.

School District and Michigan State University should co-sponsor TTT from now on.

Motion second. Motion carried.

Education and Recreation

Mr. Martinez reported on the completion of the Fellowship Scholarship document that he compiled, through Michigan Education Association. Trainer of Teacher Trainers (TTT) was explained. Mr. Martinez stated that this project has been funded by the Federal Government for the past three years, but he felt that it time that local school districts were responsible for this Teacher Training. Mr. Martinez made the motion that the Human Relations Committee go on record that teacher re-training is important, and that the Lansing

Mr. Dunnings made the motion that the meeting be adjourned. Motion seconded. Motion passed.

Meeting was adjourned at 5:30 p.m.

Respectfully submitted,

CATHERINE MILETT,
Secretary
Human Relations Committee

OFFICIAL PROCEEDINGS OF THE HOUSING COMMISSION OF THE CITY OF LANSING

Proceedings, February 15, 1972

The February 15th meeting of the Housing Commission was called to order by President Riley.

ROLL CALL

Present: Bates, Blair, Clapp, Riley, Sliker.

Visitor: Mr. Mike Harrold, City Planning Department.

The minutes of February 1 were approved as amended.

MICH. 58-1 (Leased Housing)

Four boarded up, two being prepared for occupancy. The owners of the boarded up units have been asked to negotiate the return of such units.

MICH. 58-2 (Mt. Vernon Park)

One empty.

MICH. 58-3 (Hildebrandt Park)

No Vacancies.

MICH. 58-4 (Acquisition)

No Vacancies.

MICH. 58-5 (54 units of housing presently being built by Mulder & Sons, Inc.)

One empty.

MICH. 58-6 (Oliver Tower Apartments)

One empty and assigned.

MICH. 58-7 (LaRoy Froh)

No Vacancies.

MICH. 58-8 (Scattered Sites)

Two empty. Project Manager and Assignment Manager are working on filling these two units.

MICH. 58-9 (Homebuyers)

Two empty. Project Manager is in process of finding two more eligible residents.

MICH. 58-10 (South Washington Park)

No vacancies.

Whereas, during the period of April 15, 1946, to 1950 he performed the duties of Auditor, Estimator, personal property examiner for the Assessor's Department; and

Whereas, during the past twenty-two (22) years he has served as Deputy Assessor, recently designated as a level four certification in Assessment Administration by the State Assessor's Board; and

Whereas, he has been a member of the International Association of Assessing Officers ten (10) years; Mid-Michigan Chapter of the International Association of Assessing Officers; Michigan Assessors' Association; Society of Real Estate Appraisers, past Secretary-Treasurer; Lansing Accountants' Association, past President; American Society of Public Administration, past Treasurer; Kiwanis Club, 20 years; and

Whereas, he has served as Trustee on the City of Lansing Retirement Board since 1951; and

Be It Further Resolved, that we the members of the Lansing City Council in regular session assembled to here and now, this day express its appreciation to Meryl R. Wilcox for the distinguished service he has

given to this community over these many years;

Now, Therefore, Be It Resolved, that this resolution of appreciation be spread upon the minutes of this meeting of the Lansing City Council: that an embossed, framed copy of the same be presented to Mr. Wilcox upon his retirement May 25, 1972.

Adopted by the following vote:

Unanimously.

Anthony P. Nosal, 3703 Waverly Hills Road, spoke.

Council adjourned at 8:10 p.m.

THEO FULTON,
City Clerk.

Lansing, Michigan

May 22, 1972

B/M

OFFICIAL PROCEEDINGS OF THE HUMAN RELATIONS BOARD OF THE CITY OF LANSING

Proceedings, March 9, 1972

The meeting was called to order by Lee C. Dramis, at 4:00 p.m. in Lansing City Hall.

ROLL CALL

Present: Bucher, Dramis, Eliasohn, Eustace, McManus, Martinez, Simpson, Gladstone.

Absent: Cutler, Dunnings, Earl, Kelley.

Visitors: Captain Richard Gleason, Liaison Officer Lansing Police Department; Miss Ann Oliver, League of Women Voters.

Mr. Martinez made the motion that the minutes of the February 10, 1972 meeting be approved as printed. Seconded.

Motion Passed.

PETITIONS

There are 6 FORMAL and 3 INFORMAL petitions for the period of February and March.

50 service complaints

FORMAL

1—A complaint received from a woman alleging sex discrimination in her attempt to receive employment from a local agency.

This complaint remains under investigation.

—A complaint received against a Lansing Dry Cleaning Company alleging the denial of a verbal agreement honoring a doctor's slip and discriminatory attitude when complainant spoke in native language.

This office interviewed and reviewed documented evidence. An interview was arranged by this office at another company who could utilize the complainants skills. The complainant has since been hired by this company.

1—A complaint received alleging Defamation of Character because of race by a police officer.

Complainant was released from employment at the time of incident. Employer stated that "he may have acted rather hastily". Conciliation: Complainant has been reinstated on his job.

1—A complaint received by a man alleging, breach of contract, by his landlord.

This complaint was referred to Legal Aid.

1—A complaint received by a man alleging discriminatory treatment of services at a restaurant.

This complaint is being processed by the Civil Rights Commission.

1—A complaint received by a man alleging discriminatory treatment in a local restaurant.

Conciliation: An apology was received by the complainant from the respondent along with eight free meal tickets.

INFORMAL

1—A complaint received from a woman regarding the conduct of an officer when she was at the police department.

This complaint is under investigation.

1—A complaint received from a woman alleging discriminatory employment practices when an organization released her because of job reported injury and she was unable to complete work assignment.

This complaint was referred to the union.

1—A complaint received by a woman regarding a Mortgage Company from Detroit trying to waive right of land contract title holder, to serve foreclosure notice on the buyer.

This complaint is under investigation. It was suggested that this complainant consult an attorney, possibly Legal Aid. If complainant does not qualify for Legal Aid, Mr. Dramis suggested his offices be contacted.

COMMUNICATIONS

1. Letter from Meridian Human Resources Commission regarding "Annual Report."
2. Letter from West Side Advisory Coun-

cil requesting assistance of security at teenage dance.

3. Letter from Republic Development Corporation extending appreciation for staff participation in multi-family development in Meridian Township.
4. Letter from Rev. Paul Livingston for participating in Race Relations Sunday in his church.
5. Copy of a letter sent to Arnaldo Martinez, education sub-committee relative to placement of a student in office for observing daily office work from Sexton High School.
6. Letter from Len Prince, Director of YMCA in appreciation.
7. Letter from Douglas N. Crawford, Instructor, Department of Social Services relative to participation on citizen advisory committee.
8. Letter from William Webb, Athletic Director-Everett High School in appreciation for services of department at athletic events.
9. Letter from Cal Anderson, Principal of Everett High School in appreciation for services of department at athletic events.
10. Letter from Fair Housing Commission relative to Ads on Fair Housing.

DIRECTOR'S REPORT

Talks to schools—Lansing Catholic Central, churches, civic organizations; attended budget hearing with the Mayor; coordinated "Black Dialogue" for Police Community Relations Team; interviewed applicants for full-time field representatives positions; have attended several meetings on busing—pro and con; Martha Dixon Show; additional 4 fulltime field rep's begin March 13, 1972.

With Assistant—supervised field rep's at five local basketball games and four district tournaments.

With Staff—attended sales demonstration for job opportunities by M.S.U. professor.

Assistant Director—met with representative from Michigan Chamber of Commerce attended Board of Education Human Relations Task Force; met with representatives from Republic Development Corp., with contract compliance officer.

25 job referrals—2 hired.

Staff Representative—attended Model Cities Federal Credit Union and Consumer Services Project. Board of Directors; also Parents of Pre-School Blind meetings; spoke to Management Classes at Lansing Community College for Director—also spoke to 3 classes at Waverly High School;

attended Board of Directors for Youth Development Corporation.

5 job referrals—none hired.

Contract Compliance Officer—met with representatives from Center of Urban Affairs, MESC; and Continuing Education.

Field Assistants—Review of minority employment at Max Curtis Ford Trucks; and Max Curtis Ford, Inc.; Brown Brothers, Kwik Kar Wash and T. R. Noyce Construction Company; met with representatives from MESC Branch Office at Cristo Rey and also the job bank procedures; spoke with staff at Genesee Center regarding community services.

EMPLOYMENT SUB-COMMITTEE

Mr. McManus reported that the Human Relations Staff and Contract Compliance Unit are going to each department and counting the number of minorities also the number of people in each department. Findings will be given to the committee next month.

HOUSING

No Report.

RESEARCH AND PUBLIC RELATIONS

No Report—working with P/CR.

EDUCATION SUB-COMMITTEE

Mr. Martinez stated that he felt the Human Relations Committee may have to take a stand on busing. The Committee was informed on groups meeting in the city on busing (pro-and-con).

Mr. Letts stated that he was meeting with a group Friday, March 10, 1972 in the office and invited the committee to participate in the discussion.

POLICE COMMUNITY RELATIONS

There will be a Police/Community Relations Institute held, March 26-28, 1972 at Michigan State University.

Mr. Martinez made the motion that the meeting be adjourned. Seconded. Passed.

Meeting was adjourned at 5:10 p.m.

Respectfully submitted,

CATHERINE MILETT,
Secretary
Human Relations Committee

OFFICIAL PROCEEDINGS OF HUMAN RELATIONS BOARD OF THE CITY OF LANSING

Proceedings, April 13, 1972

The meeting was called to order by Mr. John McManus, in Lansing City Hall at 4:00 p.m.

ROLL CALL

Present: Dramis, Eustace, Kelley, McManus, Simpson.

Absent: Bucher, Cutler, Dunnings, Earl, Eliasohn, Gladstone, Martinez.

Visitors: Depty Chief Gleason, Liaison Officer; Miss Ann Oliver, League of Woman Voters; Norman Sinclair, State Journal; Carolyn Crane.

PETITIONS

There were 2 FORMAL 2 INFORMAL complaints for the period of March and April 1972.

There were 76 service complaints for the same period.

FORMAL

1—A continued complaint received from a woman alleging sex discrimination in her attempt to receive employment from a local agency.

Conclusion: Due to the information received it was felt that sex was not the basis for discrimination, rather that more physical strength was preferred.

1—A complaint received from a man alleging discrimination (race) by a transportation company.

Investigation: No position was open at the time application was submitted.

Conclusion: Manager, did notify the complainant of another opening at a later date. Complainant refused to take this position.

INFORMAL

1—A complaint received by an individual to investigate a neighborhood disturbance.

Investigation: With respondent showed that the neighborhood disturbance was caused by parents sending youths to escort children coming home from school. A meeting between the parents involved is being set-up.

1—A request from member of City Council regarding young adults riding motorcycles in a vacant lot on South Washington. Contact was made with persons living across from the vacant lot and additional information was received regarding the complaint. The Field Representatives were assigned to patrol this area. The Field Representatives asked the cycle riders not to ride this track until permission was granted by the owner. The young people agreed not to ride in the lot until the matter was looked into.

COMMUNICATIONS

1. Letters from students at L.C.C. thanking Mrs. Flores for her presentation before the public relations class.
2. Letter from Justin S. Morrill College in appreciation of assisting a student in a field study experience.
3. Letter from Local business establishment in appreciation of service rendered by office staff and field representatives.
4. Letter from Michigan Association of Human Rights Workers in regards to meeting on Prison Reform and Drug Abuse.
5. Letter from Virginia Lauzum, M.D., concerning procedures and responses of discriminatory employment policies against minority groups and women.
6. Letter from Board of Community Relations, City of Toledo, Ohio, in regards to improving the minority representation in municipal government employment.

7. Letter from Lansing School District, consultant on Health, Physical Education and Athletics commending the services of the Field Workers during school athletic contest this past year.
8. Letter from contact compliance officer indicating notice of resignation from position, effective April 21, 1972.
9. Memorandum to Councilman in regards to request to investigate a citizen complaint of neighborhood disturbance caused by motor cycle group.
10. Card from Rev. Charles Tolbert in the Holy Land, expressing appreciation to office for help extended in the relocation of his church.
11. Letter to Mr. Peatross for assisting in securing a job in a local industry.
12. Letter from Personnel Manager, Duplex Division of the Warner & Swasey Company regarding company policy relative to Equal Employment Opportunity.

Mr. Kelley chaired the meeting at this point.

The Committee requested the Director to describe the events the Department participated in, relative to the incidents at Harry Hill and Dwight Rich during the past week. There was discussion regarding a monetary payment from the Lansing School District for the services of the Field Representatives at the schools, and if this was being considered in the next years school budget. The Director also informed the Committee of the petition circulated in the neighborhood of Dwight Rich authorizing him to act as the agent to remove persons trespassing on certain private property.

The Committee was also concerned as whether the City Council was aware of the functions of the Human Relations Department. It was suggested that the Director inform City Council of the Human Relations Committee's desire to have a liaison Council representative sit in on their monthly meetings.

It was suggested that the Department utilize the Field Representatives and take care of situations as they occurred and not be concerned with city budget monies.

The director stated that he felt that the situation at the school was a city concern, as the attitudes that prevail in the school are the same as in the community.

DIRECTOR'S REPORT

During month the Director addressed a church and local civic organizations At-

tended several community bussing meetings; attended three day police/community relations workshop at M.S.U.; in process of coordinating T.V. program on Police/Community Relations to be aired April 19, 1972 at 7:30 p.m.; Also, setting up a special committee: Communication Specialist with Tom Jones Operations Director at W.J.I.M. this committee will assist the news media to negate all inflammatory news, to coordinate efforts for communication in the investigation and dissemination of information on rumors.

With Assistant: Attended on O.E.O., information meeting at invitation of the community board; surveillance of problems at two local high schools. Participated in a county-wide high school government day at Olivet College.

Assistant Director: Human Relations Board of Education Task Force; Citizens Advisory Committee; Highway Relocation meeting (Logan St.) City Housing Grievance Committee—orientation meeting.

Assistant Director and Contract Compliance Officer: Attended LEAP Task Force meetings.

Staff Representative: Meetings attended: Consumers Services Project Advisory Council; several meetings of Lansing Model Cities Federal Credit Union Board of Directors; Parents of Pre-School Blind; Youth Development Corporation, Board of Directors; a training session for grievance hearings for the Housing Commission and a Housing Commission Grievance Hearing.

Received certificate of appreciation from L.C.C.

Job Referrals: 35

Hired: 5

Contract Compliance Officer: Meetings attended: Youth Development Corporation Conference and Task Force meetings. Made contacts with Holman-King Construction and Wm. LeBlanc, Michigan Commission on Indian Affairs.

Field Assistants: Reviewed nine (9) contractors; visual check of construction sites —McNamara, Roberts, T.R. Noyce and Solomon Brothers Construction.

Spoke to Art Johnson of Johnson Painting Company regarding affirmative action plan; met with representatives from Center of Urban Affairs-LaJon Building.

EMPLOYMENT SUB-COMMITTEE

The Director reported that the employ-

ment survey has been completed and will be compiled and submitted to the city council. A head count of each department was completed by the Human Relations office.

It was recommended that the employment survey record salary, hourly and contract employees, however, that each be recorded separately.

The Chairman thanked Mr. Cosgrove for the time he has spent as the Contract Compliance Officer with the Human Relations Office. Also, that reference would be provided if Mr. Cosgrove so desired.

The Director informed the Committee that requisitions have been forwarded to the Personnel Department and that interviews for applicants would be set-up the next week.

HOUSING

No Report.

POLICE COMMUNITY RELATIONS

Reported in Director's Report.

EDUCATION AND RECREATION

No Report.

RESEARCH AND PUBLIC RELATIONS

No Report.

The Director was requested to write to Tom Jones, Director of Operations, W.J.I.M. expressing the Committee's desire for him to serve as Communication Specialist to assist in formulating a team of local news media, to develop a vehicle for opening means of verifying citizens reports that may result in erroneous dissemination of an incident.

With no further business the Chairman adjourned the meeting at 5:30 p.m.

Respectfully submitted,

CATHY MILETT,
Secretary
Human Relations Committee

Whereas: All payroll processing, workmens insurance, fringe benefits, and direct work crew supervision are to be assumed by the Green Thumb Program; and

Whereas: The singular responsibility of the City of Lansing under the program shall be to provide an "in-kind" match of 20% of the project cost which will be in materials and overall project supervision; and

Whereas: The Chief Assistant City Attorney of Lansing has been informed by telephone from Mr. Charles Brannon, Counsel to the National Farmers Union, that the N.F.U., carries an insurance policy which covers all workmen compensation claims arising from the employment of Green Thumb workers; and

Whereas: The City Attorney has been further informed that the insurance policy covers all liability claims arising from such projects and exempts the City of Lansing from any liability; and

Whereas: Mr. Brannon has agreed to

provide the City Attorney with photostatic records of all such documents.

Now, Therefore, Be It Resolved, that the City Council of Lansing direct the Mayor to sign the necessary attached agreement form with the National Farmers Union upon the receipt of the aforementioned documents that are currently in transit.

Adopted by the following vote:

Unanimously.

Council adjourned at 8:10 p.m.

THEO FULTON,
City Clerk.

Lansing, Michigan

July 24, 1972

F/B

OFFICIAL PROCEEDINGS OF THE HUMAN RELATIONS BOARD OF THE CITY OF LANSING

Proceedings, May 11, 1972

The meeting was called to order by the Chairman, Patrick Kelley, at 4:00 p.m. in Lansing City Hall.

ROLL CALL

Present: Bucher, Cutler, Dunnings, Eustace, Gladstone, Kelley, McManus, Martinez.

Absent: Dramis, Earl, Eliasohn, Simpson.

The minutes of the March 9 and April 13, 1972, meetings were approved as printed.

PETITIONS

There was 1 Formal and 4 Informal petitions for the period of April and May 1972.

76 service petitions for the same period.

1—A complaint received from a Mexican American alleging discrimination (preferential treatment given to another employee) when he requested permission to run for office in a civic organization and it was denied.

Conclusion: As the complainant was already using company time for civic work, therefore, this office concluded that the alleged "preferential treatment" given to the other employee, was not valid. The two men's positions are not the same and the other employee's job is flexible so he can do organizational work and still get his time in for the company.

1—A complaint received from a man alleging denial of an opportunity to secure employment by the city Personnel Department because of a past juvenile police record.

Conclusion: Complainants work record indicated that he would be a bad risk for the positions he applied for. Also, the complainant had and adult police record that indicated the same. The Personnel interviewer stated that he would keep the

complainant's record active, in case there was an opening in group type work.

1—A complaint received from a man stating the neighborhood concern for property in the neighborhood drawing rats and roaches.

Conclusion: This office contacted the necessary people and advised their urgent attention to an extermination process, to rectify this problem, as soon as possible. It was agreed upon by property owner.

INFORMAL

1—A complaint received from a man alleging denial of opportunity, in taking examination for the LPD in City Personnel Department.

Conclusion: Complainant had failed to pass test two years ago, in September of 1971 took the exam again and received a 97%, and was told he could not take the exam again. Arrangements were made with the Personnel Department to give this individual another opportunity.

FORMAL

1—A complaint received from a man alleging violation of his rights, when he called into the Lansing Police to have two men evicted from his house. After a second call the officers came, again, to his house and arrested the complainant for intoxication. The two men threatened the complainant for calling the Lansing Police Department.

Conclusion: Complaint continues under investigation. Contact was made with the Human Relations Liaison Officer who immediately dispatched officers to complainants house and removed the two men.

COMMUNICATIONS

1. Letter received from North Carolina Human Relations Commission requesting information on an extensive program in dealing with the mass media in problems facing community.
2. Copy of a letter to Mayor Graves and City Council from John D. Marrs, Director of Public Affairs, Lansing School District, in appreciation of assistance given by the Director, assistant Director and Field Representatives during disturbance at Dwight Rich and Harry Hill.
3. Letter from Regional Representative of the International Association of Official Human Rights Agencies requesting Director's services as a possible workshop speaker and/or refer speakers for the annual conference in San Francisco.

4. Letter received from Peter C. Robertson, Director EEO, State and Community affairs, Washington, D.C., regarding Training Session in Denver, Colorado.
5. Copy of a letter sent to Concerned Citizens of Lansing from League of Women Voters concerning issues of school desegregation and other community concerns.
6. Letter received from a graduate students at the University of Michigan regarding employment.
7. Several letters requesting publications.
8. Letter from Howard W. Cook, Athletic Director, Eastern High School in appreciation for Human Relations Departments assistance during the past season relative to crowd control.
9. Letter received from Thomas B. Jones, Director of Operations, WJIM, accepting Communications Specialist position.
10. Letter to Jackson Community Relations relative to request for Field Representative material.
11. Letter from Dick Epps, Greater Lansing Youth for Christ, in appreciation of assistance given during Pat Boone's appearance.
12. Letter from Thomas W. Tenbrunsel, Ph.D., Director, Family Health Center Project regarding the appointment of Esther Flores to the Board of Director's of the Lansing Family Health Center, Inc.

DIRECTOR'S REPORT

Gave talks to several schools; taped Black Dialogue on Police Community Relations Interviewed several applicants for Contract Compliance Officer's position; met with several agencies to organize an Employment Coalition attended a meeting in Detroit with HUD Director.

With Assistant Director

Met with Board of Education Representatives John Marrs and Clarissa Young, regarding security cooperation; met with Human Relations representatives from Jackson; regular Monday night Field representatives meetings Dwight Rich student problems with Field Representative's; Mayor's meeting with theatre owners on weekend problems;

With Other Staff

Attended meeting in Detroit with HUD officials, regarding Contract Compliance in Federal Housing Programs.

Assistant Director

Worked with Field Representatives at Harley Franks Elementary School, request

by Lt. Long, LPD; Human Relations Task Force meeting Board of Education; met with Recreation Department and O.E.O. staff; Field Representatives assigned at Gladmer Theater; Board of Water and Light and Urban League on an apprenticeship implementation.

22 referrals;

4 hired.

Staff Representative

Met with Youth Development Corporation; Consumer Services Project; Parents of Pre-School Blind; Family Health Center Project, Board of Directors; to appear on WMSB—Le Re Vista, May 11, 1972.

Job referrals 12;

3 hired;

1 Training.

Contract Compliance

Have attended the Young Adult Employment Task Force at Youth Development; met with Business representatives and High School Business Teachers at Everett High. Reviewed four companies—Gulf Oil, E-Z Flo Chemical Company, Capitol City Lumber Company, Michigan Products; contacted LEAP, Unions and minority companies to get statistics on minority craftsmen in Lansing Area.

Police Community Relations

The P/CR Team is meeting the first and third Wednesday of each month, at 3:00 p.m., in various locations in the city. The next meeting will be May 17, 1972, at Genesee Community Center.

Employment

No report.

Housing

No report.

Education and Recreation

Mr. Martinez presented to the Committee the rationale for the Human Relations Committee to take a position on the recall of present school board members, also, steps toward achieving equal education for all children.

Mr. Dunnings made the motion that the Human Relations Committee will go on record in support of the present school board members and against their recall.

Motion seconded.

Motion passed.

Mr. Eustace made the motion that the Human Relations Committee fully support the Board of Education taking steps toward achieving quality education and integration for all children to include bussing if necessary.

Motion seconded.

Motion carried.

Research and Public Relations

No report.

Mr. Dunnings made the motion that the meeting be adjourned. Motion seconded and carried.

The meeting was adjourned at 5:40 p.m.

Respectfully submitted,

CATHY MILETT, Secretary,
Human Relations Committee

OFFICIAL PROCEEDINGS OF HUMAN RELATIONS BOARD OF THE CITY OF LANSING

Proceedings, June 8, 1972

The meeting was called to order by the vice chairman, Stuart Dunnings, Jr, at 4:15 pm in Lansing City Hall

ROLL CALL

Present: Dunnings, Eliasohn, McManus, Martinez

Absent: Bucher, Cutler, Dramis, Earl, Eustace, Gladstone, Kelley, Simpson

Visitors: Deputy Chief Gleason, Liaison Officer, Lansing Police Department; Norman Sinclaire, State Journal; Ann Oliver, League of Woman Voters; Edward Bell, Vocational Rehabilitation; Lloyd Teets, Carolyn Crane

PETITIONS

There were 5 Formal and 4 Informal complaints for the period of May and June.

60 service complaints for this period.

FORMAL

1—A complaint received from a man alleging illegal search of a vehicle and harassment, by the Lansing Police Department.

This complaint continues under investigation.

A hearing with police officers, liaison officer, Human Relations representative will take place in the near future.

1—A complaint received from a woman alleging Police Brutality by Lansing Police Officers.

This complaint continues under investigation.

1—A complaint received from a man alleging violation of his rights when he was taken from his house and arrested for intoxication by the Lansing Police Department.

This complaint continues under investigation.

1—A complaint received from a man alleging discrimination in his attempt to rent a house.

This complaint continues under investigation.

1—A complaint received from a man alleging that he was laid off with more seniority than those remaining on the job.

This complaint was referred to the State of Michigan Department of Labor Employment Relations Commission—Labor Mediation Board.

INFORMAL

1—A complaint received from a man alleging harassment by his supervisor and unfair treatment regarding reprimands.

This complaint remains under investigation.

1—A complaint from a woman concerned in receiving possession of a house she had purchased.

Conclusion: The Realty Company was contacted and requested to have the occupants vacate by the date agreed upon by the Realty company and the purchaser. After terms of negotiation were discussed Realtor agreed to do so immediately.

1—A complaint received from a mother who was arrested for assault while trying to assist her son who was being picked up on order from Probate Court.

The woman came to the office to get a reduction in her bond, so she could buy food for her family.

The liaison officer, Deputy Chief Gleason was called and made arrangements to reduce the bonds.

1—A complaint from a Real Estate Agent to intercede when an occupant threatened him when he tried to collect past account.

Restitution has been made.

COMMUNICATIONS

1. Letter from Lansing Schools Director of Public Affairs concerning a student's complaint against field representative.

2. Copy of letter sent to the Mayor from Lansing Schools Director of Public Affairs expressing gratitude to Human Relations for services rendered by Field Representatives.

3. Letter from L.C.C. Coordinator of Management and Marketing Department extending thanks for service and interest on Advisory committee.

4. Letter from Continuing Education Service, MSU, regarding Michigan Human Relations Directory.

5. Letter from Department of Michigan State Police requesting assistance in special minority recruiting program.

6. Letter from Newark Human Rights Commission taking survey of Human Rights Agencies.

7. Letter from student at M.S.U. requesting assistance in finding employment.

8. Letter from lady who had asked for assistance in getting possession of her property, expressing appreciation for the assistance of Director.

REPORTS

Director' Report

Talked to schools and church groups; also spoke to Staff at Sparrow Hospital; met with group on busing and open housing; met with Sister Mary Janice regarding security at St. Lawrence Hospital; attended Mayor Exchange Day events; interviewed several applicants for Contract Compliance Supervisor position; Talked to group of Police Recruits; met with Michigan State University Human Relations to plan State Wide Conference on Human Relations; Attended Workable Program meeting; attended Employment Coalition with other staff.

With Assistant—and Field Representatives, assisted with security at M.S.U. Peace March all-night vigil; assisted in correcting problems at Everett; Regular Monday night Field Representatives meetings; attended local civic meetings.

Assistant Director—met with representatives from Management Recruiters; gave talk to Dwight Rich; attended meeting of Board of Education Human Relations Task Force; spoke to Government classes at Sexton; and to a group of Jr. High Students from Waverly visiting City Hall.

Referrals 30.

Hired 7.

Staff Representative—attended Consumer Service Project, Lansing Model Cities Federal Credit Union, Youth Development and Pre-School for the Blind Board of Director's meetings.

Contract Compliance Unit — Met with Peninsula Distributors for review; made contact with Haskins and Sons; Holman and King and Plumbers Union for list of minority craftsmen; met with Mr. Robinson of M.S.U. Personnel; and Mr. Taylor of the LEAP Program:

Employment Sub-Committee

Mr. McManus reported that Carl Parks, has been hired as the Contract Compliance Officer. There was discussion regarding Committee policy on hiring new employees in the Department. It was the understanding of the members that the Employment sub-committee would make recommendations to the Committee of the Whole and at this point a decision would be made.

Mr. Dunning directed that the Hiring Practices of the Committee be reviewed at the next meeting and be stated on the agenda.

Housing Sub-Committee

There was concern for the availability of housing for people being relocated in the Logan-Birch area.

Education and Recreation

It was strongly suggested that members of the Human Relations Committee take advantage of the Conference on Strengthening Human Relations Commissions June 23-25, at Michigan State University, Kellogg Center.

Police/Community Relations

The Police/Community Relations Team is meeting in the community. The next meeting is June 21, 1972, at Cristo Rey Community Center. The Team is in the process of discussing and evaluating proposals on Emergency Number 911 Minority Recruitment and a number of other items of concern to the Community.

With no further business the chairman adjourned the meeting at 5:35 p.m.

Respectfully submitted.

CATHERINE MILETT,
Secretary,
Lansing Human Relations
Committee.

N.M.